**Safeguarding**

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| **Supporting Young Volunteers** |

Many young people under the age of 18, especially those already associated with a club, show an interest in volunteering with children which creates brilliant learning and skill development opportunities. This document provides clubs with guidance on how to support young people in their role with key points to consider.

**PVGs**

There is no minimum age limit when applying for PVGs, however, Disclosure Scotland recommend that anyone under the age of 16 should never be left alone or unsupervised when working with children. Therefore, we suggest there is no need to complete a PVG unless the person is 16 or over.

For volunteers 16 and over, part of the PVG process is that Disclosure Scotland ask for 3 proof of ID; 1 photographic and 2 with full name and address. As U18’s might be more limited in what they can provide for this here is a list of things we recommend.

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| **Photographic** | **Full name and address** |
| * Passport
* Young Scot Card
* College/University ID card
* Provisional/ Driving licence

If no photographic ID can be used then 3 documents verifying full name and address will be accepted.  | * SQA Letter
* Phone bill
* NHS letter
* Library letter
* Provisional/ Driving licence (if not used as photographic
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**Training**

The role of young volunteers needs to be individually risk assessed by the club to factor in what extra support and training is required for them to carry out their responsibilities. Such training should include:

**Position of trust:**Explain to young volunteers they have a duty of care towards children and young people by promoting their welfare through role modelling and being someone to come to if there is a concern. Relationships between those in positions of trust and players should be supportive, positive, and aimed at improving player’s skills and progress. It is important to discuss clear boundaries of what is and isn’t acceptable behaviour to prevent any exploitation. Sometimes young volunteers might be in a relationship with a player at the club. To avoid conflict of interest, volunteers will need to disclose this to an allocated person (CPO, coach, buddy, or team manager) so the club can assign the volunteer coach to a different team.

**Code of Conduct:**

Explain why each code of conduct is in place and how it provides safe boundaries and behaviour. It is important to outline any consequences if any of these are broken.

**Social media:**To go over the clubs social media policy. Young volunteers might already be acquainted with the children and young people they are supporting either through friend or family connections. Therefore, it is important to explain how some social media behaviours can be acceptable in some situations and unacceptable in others. Examples of this is posting a photo of the team after winning a match on their personal Instagram page. This would be considered normal behaviour between friends. However, as a youth coach the volunteer would be breaking club social media policy by not following club social media channels and potentially breaching parental and player photography and video consent.

**Concerns:**Explain who to contact and how, when they have a concern regarding a coach, player, or themselves. Summarise what is considered a concern and if they are uneasy or unsure about anything, contact the club CPO. It is important to consider the volunteer is also a young person and might need additional support and signposting after something is disclosed to them.

**Support**

Clubs need to ensure volunteers get the support they need and feel confident therefore it is important that a strong network is put in place. This will help provide an overall supportive experience for volunteers which will nurture their passions, interests and support their future goals. This can be achieved through:

* **Buddy system:**Partnering young volunteers up with experienced members of staff who have PVGs who can provide knowledge, insight, and support. It also adds an extra level of welfare for the volunteer and prevents any possibility of them being left unsupervised. If, for any reason, the adult partnered up with the volunteer needs to step away from their role (holidays, sick leave or leaving their position) then another buddy needs to be appointed.
* **Routine supervisions:**Provides learning and skill development, checking in on volunteers, feedback and ensures their voices are being heard and put at the centre of their experience. This can be done by their buddy, team manager or development officer.
* **Knowing who CPO is for their own needs and needs of others:**For any safeguarding support.

If you have any questions please contact the safeguarding team.

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